



CITY OF SUNRISE

AGENDA ITEM REQUEST

ORIGINATING DEPARTMENT: PERSONNEL DEPARTMENT

ROUTING:

CITY MANAGER:

DATE: 3/12/2009

CITY MANAGER APPROVAL TO BEGIN PROCEDURES.

SIGNATURE: [Signature]

PURCHASING:

DATE: _____

PURCHASING APPROVAL:

SIGNATURE: _____

LEGISLATIVE AIDE:

DATE: 3/12/09 [Signature]

CITY ATTORNEY:

DATE: 3/12/09 [Signature]

ITEM REQUEST:

APPROVAL OF CHANGES TO ORDINANCE 715-X.

FUNDING SOURCE:

N/A

AMOUNT:

SIGNATURE: _____

N/A

MANAGEMENT AND BUDGET DIRECTOR

ATTACHED EXHIBITS:

Ordinance

SUMMARY EXPLANATION/BACKGROUND INFORMATION/JUSTIFICATION:

This amendment to Ordinance 715-X: 1) Reduces longevity pay increases for the City Manager and City Attorney; 2) provides for General Executive/Management and Supervisory/Professional employees to receive a retirement health insurance subsidy that is not less than that provided to general bargaining unit employees; 3) reduces governmental money purchase plan benefits for the City Manager and City Attorney; 4) provides pay plan adjustments (COLA's) for covered employees in the same amount and timing as provided to general bargaining unit employees; and 5) adjusts a number of the benefits provided by the City to employees who are newly hired, rehired or promoted into Supervisory/Professional and General Executive/Management positions after May 1, 2009, in order to reduce the City's future labor costs by more closely aligning management benefits with general bargaining unit employee benefits.

DEPARTMENT HEAD RECOMMENDATION:

Approval

PERSON WITH ADDITIONAL INFORMATION:

NAME: Richard J. Fischer

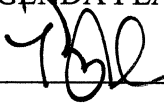
PHONE: (954) 838-4522

DEPARTMENT HEAD SIGNATURE:


Richard J. Fischer, Director of Personnel

CITY MANAGER RECOMMENDATIONS:

APPROVED FOR AGENDA PLACEMENT.

SIGNATURE:  (CITY MANAGER)

SUNRISE, FLORIDA

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF SUNRISE, FLORIDA, AMENDING ORDINANCE NO. 715-X-98-A, AS AMENDED; AMENDING SECTION 2(B) "PAY PLAN"; AMENDING SECTION 2(B)(5) "LONGEVITY"; RENUMBERING AND AMENDING SECTION 2(M) "RETIREE HEALTH INSURANCE SUBSIDY" TO SECTION 2(N); AMENDING SECTION 6 "GOVERNMENTAL MONEY PURCHASE PLAN"; AND CREATING SECTION 10 "BENEFITS FOR EMPLOYEES HIRED OR PROMOTED INTO MANAGEMENT AFTER ~~JANUARY 1, 2009~~ MAY 1, 2009"; PROVIDING FOR CONFLICT; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City Commission wishes to amend certain provisions of Ordinance No. 715-X-98 and wishes to create Section 10 relating to Benefits for Employees Hired or Promoted into Management after ~~January 1, 2009~~ May 1, 2009;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF SUNRISE, FLORIDA:

Section 1. Section 2(B) "Pay Plan", is hereby amended to read:

The pay plan for each position is attached to and made a part of this Ordinance as Appendix "A." The salary for each pay step is attached to and made a part of this Ordinance as Appendix "B." ~~Pay plan adjustments (COLA's) may be authorized by resolution of the City Commission. Effective January 1, 2009, pay plan adjustments (COLA's) shall be provided to positions covered under this ordinance in the same amount and timing as provided to general employees under the applicable~~

collective bargaining agreement for general employees. For active employees as of the date of this ordinance in positions not adjusted for a COLA in calendar year 2008, the 2008 general employees' COLA shall be provided in the same amount and timing.

Section 2. Section 2(B)(5) "Longevity Increase", is hereby amended to read:

(5) Longevity Increase. The City shall provide all senior management employees who have completed ten (10) years of continuous City service or city commissioners elected to at least two terms of office with a longevity step of 2.5%, ~~except that the longevity step for the city manager and city attorney shall be 5%.~~ This longevity step shall be in addition to any other longevity steps for which senior managers are eligible.

Section 3. Section 2(M) "Retiree Health Insurance Subsidy", is hereby renumbered to 2(N) to read:

Effective September 28, 1999, all General Executive Management and Supervisory/Professional Employees who retire after September 28, 1999, under the normal retirement or early retirement provisions of the General Employees Retirement Plan shall receive a retiree health insurance subsidy of \$200 per month, except that senior

managers who retire directly from the City after January 1, 2001, shall instead receive an amount equivalent to 80% of the total cost of family coverage under the City's health insurance program, which shall commence at the same time the plan member begins to receive normal or early retirement benefits (other than DROP benefits) and shall continue until the plan member reaches age 65. Effective on the adoption date of ~~this ordinance~~ **Ordinance No. 715-X-03-A**, upon attaining age 65, General Executive Management and Supervisory/ Professional Employees shall receive seventy-five percent (75%) of the two hundred dollars (\$200) per month subsidy, except that senior managers shall receive seventy-five percent (75%) of the benefit received immediately prior to attaining age 65. If a retired employee dies before age 65, the health insurance subsidy shall continue to be paid to the employee's spouse until the employee would have reached age 65. If an employee who is eligible to retire dies while still in the employ of the City, the health insurance subsidy shall be paid to the member's spouse as if the employee had retired and such payments shall continue until the employee would have reached age 65. Also, effective on the adoption date

SRMRG0303

3

C08349

~~scored through~~ words are deletions and
~~underscored~~ words are additions from 1st reading
bold, double-underscored and ~~double-scored~~
words are additions from 2nd reading

of ~~this~~ Ordinance No. 715-X-03-B, a spouse of a senior management employee who is married to the employee at the time of the employee's retirement shall continue to receive the health insurance subsidy if the employee dies, regardless of the age of the retired employee at the time of death, provided the employee and spouse are still married. Employees covered under this ordinance who are members of the General Employees' Retirement Plan and who ~~These General Executive/Management or Supervisory/Professional employees~~ retiring and separating from the City after ~~January 1, 2009~~ May 1, 2009 whose health benefit at retirement is less than the benefit currently being provided to general employees under the applicable collective bargaining agreement for general employees at the time of their separation shall be entitled to the general employee's benefit.

Section 4. Section 6. "Governmental Money Purchase

Plan" is hereby amended to read:

(1) A governmental money purchase plan (the "Plan") is established for all management employees with more than 10 years of City service, city commissioners, and senior management employees. The form of the Plan shall

be the ICMA Retirement Corporation Governmental Money

SRMRG0303

4

C08349

~~scored through~~ words are deletions and
underscored words are additions from 1st reading
bold, double-underscored and ~~double-scored~~ through
words are additions from 2nd reading

Purchase Plan & Trust. The Plan shall be maintained for the exclusive benefit of eligible employees and their beneficiaries. The Mayor is authorized to execute the Money Purchase Plan and Trust, the Adoption Agreement and the Declaration of Trust of the ICMA Retirement Trust, and any revisions necessary to implement the Plan. The City agrees to serve as a trustee under the Plan and to invest funds under the Plan in the ICMA Retirement Trust. The finance director shall be the coordinator for the Plan; shall receive reports, notices and other documents, from the ICMA Retirement Corporation or the ICMA Retirement Trust; shall cast, on behalf of the City, any required votes under the ICMA Retirement Trust; and may delegate any administrative duties relating to the Plan to appropriate departments. The City authorized the finance director to execute all necessary agreements with the ICMA Retirement Corporation incidental to the administration of the Plan, subject to approval review and approval by the City Attorney. ~~For the purposes of this section, the terms "management" and "senior management" shall have the meanings set forth in Section 11-3 of the City Code.~~

(2) Effective on the adoption date of this ordinance, the City shall contribute: on behalf of each eligible management employee, (other than city commissioners) 3% of Earnings each Plan Year; on behalf of each senior management employee ~~(other than the city manager and city attorney)~~ and each city commissioner, 6% of Earnings each Plan Year; ~~and, on behalf of the city manager and city attorney, effective January 1, 2002, 12%~~ of Earnings each Plan Year, ~~except they shall have the option of receiving in lieu of contributions from January 1, 2002, to the adoption date of this ordinance, a single cash payment.~~

Section 5.**Section 10. "Benefits for Employees Hired or Promoted into Management After January 1, 2009 May 1, 2009"**
is hereby created as follows:

Section 10. Benefits for Employees Hired or Promoted into Management After January 1, 2009 May 1, 2009.

Effective January 1, 2009 May 1, 2009, for those employees who are newly hired, rehired or promoted from bargaining unit positions into Supervisory/Professional or General Executive/Management positions, ~~or for those individuals who are first elected or appointed as members of the City Commission,~~ the following benefits shall be offered to the same extent and manner as they are offered to the City's non-management general employees: pay plan adjustments (COLA'S); longevity increases; health

insurance; dental insurance; catastrophic illness insurance; intensive care insurance; life insurance; accidental death or dismemberment insurance; retiree health insurance subsidy; and government money purchase plan. Long term care and long term disability insurances will not be provided by the City, but may be available for purchase at the employee or individual's cost.

Effective ~~January 1, 2009~~ May 1, 2009, for those employees who are newly hired, rehired or promoted from bargaining unit positions into Supervisory/Professional and General Executive/Management positions, ~~or for those individuals who are first elected or appointed as members of the City Commission,~~ the following additional benefits ("Additional Benefits") shall be provided:

- a) An additional basic benefit limit of \$20,000 in life insurance;
- b) An additional basic benefit limit of \$40,000 in accidental death or dismemberment (AD&D) insurance;
- c) An additional compensation amount of 5% of base salary. This amount may be used to voluntarily purchase City-sponsored insurance benefits, including health, dental, catastrophic illness, intensive care, long-term disability, long-term care, life, and accidental death or dismemberment insurances, subject to the terms and conditions of the insurance plan documents, open enrollment guidelines and eligibility rules as established by the City.

An employee in the General Executive/Management and Supervisory/Professional classification as of December 31, 2008 who is promoted into a higher level position on or after ~~January 1, 2009~~ May 1, 2009 will retain the same benefit levels in effect on the day prior to the

promotion, and will not receive (i) Additional Benefits as defined above, or (ii) an enhanced benefit for the following benefits: long-term care insurance; retiree health insurance subsidy; and government money purchase plan.

Section 6. Conflict. All ordinances or parts of ordinances, all City Code sections or parts of City Code sections, and all resolutions or parts of resolutions in conflict with this Ordinance are hereby repealed to the extent of such conflict.

Section 7. Severability. Should any provision of this Ordinance be declared by a court of competent jurisdiction to be invalid, the same shall not affect the validity of the ordinance as a whole, or any part thereof, other than the part declared to be invalid.

Section 8. Effective Date. This Ordinance shall be effective ~~January 1, 2009~~ May 1, 2009.

PASSED AND ADOPTED upon this first reading this 25TH DAY OF NOVEMBER, 2008.

PASSED AND ADOPTED upon this second reading this ____ DAY OF _____, 2009.

Mayor Roger B. Wishner

Authentication:

Felicia M. Bravo
City Clerk

FIRST READING

SECOND READING

MOTION: ALU
SECOND: ROSEN

MOTION: _____
SECOND: _____

ALU: YEA
ROSEN: YEA
SCUOTTO: YEA
WISHNER: NAY
FEREN: YEA

ALU: _____
ROSEN: _____
SCUOTTO: _____
SOFIELD: _____
WISHNER: _____

Approved by the City Attorney
As to Form and Legal Sufficiency.

Stuart R. Michelson

